

MARTEN TRANSPORT, LTD. Transporter

EXCEEDING EXPECTATIONS SINCE 1946



FIRST QUARTER, 2019

SAFETY



WMCA Awards

Wisconsin Motor Carriers
Association presents Safe
Driving Clubs.

SEE PAGE 2

PAYING IT FORWARD



Tradition of Giving Continues

Marten gives holiday gift to
Carolyn Scott Rainbow House
in Omaha, NE

SEE PAGE 4

RETIREMENTS



Fond Farewells

Ross Chadd and Karen Mc-
Coury say goodbye after more
than a half century with Marten.

SEE PAGE 5

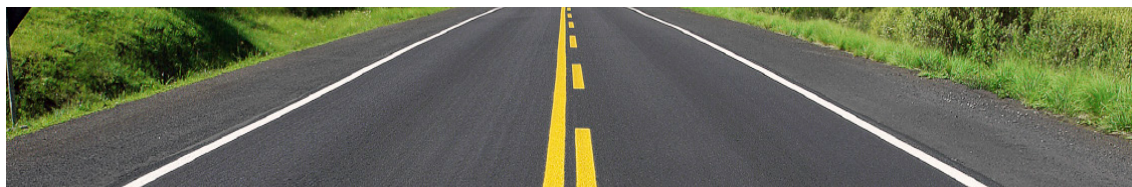
DRIVERS OF THE YEAR

Top Drivers Honored

See a list of Marten's Terminal
Drivers of the Year for 2018.

SEE PAGE 6

FEATURE STORY



At the Top of the List

Marten Transport Leading the Industry in Driver Pay

As our Marten family reflects on 2018 there are many accomplishments we can all be proud of. It has gone on record as one of the best years in Marten's history, and really started with a sprint of change. Even before the year officially kicked off, we recognized we were positioned for a strong year, so in December of 2017 we introduced premium pay. This pay increase was designed to reward drivers to come out of the house on time and stay out for their entire work week. By January we also strengthened our per diem plan by increasing the pay out to 17.5 cents, and by the end of March, we increased the referral bonus to \$2,000 for the first referral and \$2,500 for any referral after that within a year.

In July we recognized the need to make further advancements to our driver pay program, so we implemented an industry first, Instant Detention. Gone are the days when Marten's drivers will sit uncompensated at docks waiting for the opportunity to earn a living. Drivers are now paid hourly for all live unloads and loads the minute they arrive. At the same time, we also increased the max rate to all senior drivers by a penny and increased premium pay by another penny.

By October, we recognized the effort of our drivers and decided it was time for yet another round of driver pay rate increases. To start off we raised the first hour of instant detention from \$12.00 to \$15.00. Once again, the senior drivers received another penny increase. At this point we began to discuss what we could do to further protect our drivers pay. However, in spite of all these great increases, we knew we needed to find a way to truly protect our drivers from customer closures, mechanical breakdowns and all the other non-controllable factors that drivers have to overcome to make a living, so we implemented Guaranteed Weekly Minimum Pay. We began testing this in smaller fleets, and with all the positive feedback we received from our drivers, we rolled it out company wide. To finish the year, we increased hazmat pay to \$40 a load and gave any driver that earned their hazmat certification a \$200 bonus.

This year could not have been a success without the strong efforts of a great team of people. Thanks to the hard work and dedication of our drivers and non-drivers alike, Marten was able to grow and continue to be the Transportation Industry leader.

Let's keep our foot on the gas!

Chinnock Honored by DOD for Her Patriotic Support

The Wisconsin Employer Support of the Guard and Reserve (ESGR), a Department of Defense (DoD) office, announced Ms. Angelica Chinnock of Marten Transport, Tomah, WI was honored with a Patriot Award in recognition of her extraordinary support of her employee, Petty Officer 2nd Class (PO2) Emmanuel Lile serving in the Naval Reserve.

"The Patriot Award was created by ESGR to publically recognize individuals who provide outstanding patriotic support and cooperation to their employees, who like the citizen warriors before them, have answered their nation's call to serve," said Mike Williams, Wisconsin ESGR state chair. Ms. Chinnock was nominated for being highly supportive of the Naval Reserve by PO2 Emmanuel Lile. Supportive supervisors are critical to maintaining the strength and readiness of the nation's Guard and reserve units.



SAFETY

WI Motor Carriers Present Safe Drivers Club

31 Marten drivers receive honors for safety and professionalism

The Wisconsin Motor Carriers Association established its President's Safe Drivers Club in 1996. Every year since, the WMCA has recognized Wisconsin-based drivers for their safety and professionalism. This year, Marten honored 31 drivers. Congratulations to all of this year's award recipients! The President's Safe Driver award has the following criteria: drivers must have 36 continuous months of service with the same employer, no accidents in the past year (on or off duty), a clean Motor Vehicle Record with no citations (on or off duty), be a Wisconsin resident or dispatched out of a Wisconsin terminal and drive at least 10,000 Wisconsin miles per year.



DRIVERS PICTURED (YEARS RECEIVING AWARD): Paul Gilstad (4), Don Franz (5), Jim Harp (1), David Munger (1), Sirena Dennis (3), Jeffrey Stanton (8), Daniel Knautz (1), Brian Johnson (4), Jan Sloots (3), Bradley Stinehelfer (2), Peter Kaus Johnson (1), Paul Wiese (6), Charles Lightfield (3), Alexandre Motchalov (3), Barry Pease (2), Kevin Deno (1), David Bur (1). **NOT PICTURED:** James White (3), Mario Douglas (1), Mark Linquist (1), Andrew Smith (1), Timmet Bonapartes (2), Lloyd Rattigan (3), Jeffrey Padilla (4), Adrian Cocio (1), Amanda Earls (1), Arthur Greenfield (1), Richard Gunn (1), John Burczyk (2), Phineas Schrock (2), Kevin Zbilicki (2).

Marten's New Technology Working for Your Safety

Our family is the reason we continue to implement new technology and safety programs to make your jobs as safe as possible. Below are some of the safety measures that Marten has added over the last few years:

- Sleep apnea program
- Collision avoidance system
- Lane departure system
- Forward facing cameras
- Stress tests
- Elogs since 2010
- Weather alerts and shutdowns.
- Grill guards
- Continuous safety training

Marten strives to give our drivers the right tools to make their difficult job just a little easier. We will continue to implement programs that ensure the safety of drivers and the motoring public. Take time to make sure you are following every safety guideline to avoid being involved in an accident that may impact your safety and driving career.



BENEFITS



Tobacco Cessation

Free to all members of Marten's Transport's Benefit Plan

You lived for years without tobacco and you'll be able to live without tobacco again. Don't miss this free opportunity to speak one-on-one with a UMR health coach who can help you quit tobacco for good. Your coach will provide motivation, support and strategies to overcome your nicotine cravings. Call weekdays at 800-207-7680 or log into umr.com and select "contact us" to send an email to Wellness Program-Coaching.

Vision Benefits

In an ongoing effort to provide you with the best benefits possible at the lowest costs, Marten has moved its vision plan to United Healthcare Vision. With UHC's large national eye care network, Spectera Eyecare Networks, you can choose to get more personalized care from a private practice – or – take advantage of the convenience retail chains offer with evening and weekend hours. Either way, UHC Vision will be focused on providing you with a better eye care experience.

UNITED HEALTHCARE VISION		
	IN-NETWORK	OUT-OF-NETWORK
Exams : Routine/Comprehensive Eye Exam	\$10 Copay	\$40 Reimbursement
LENSES : Once every 12 months		
• Single Vision	\$10 Copay	\$40 Reimbursement
• Bifocal		\$60 Reimbursement
• Trifocal / Lenticular		\$80 Reimbursement
FRAMES : Once every 12 months	\$130 Allowance	\$45 Reimbursement
CONTACT LENSES : Once every 12 months, in lieu of lenses and/or frames	\$130 Allowance	\$45 Reimbursement

THERE'S ALWAYS A PROVIDER IN SIGHT BECAUSE THERE'S A LARGE VISION NETWORK

Finding a provider you can trust and who meets your lifestyle, eye care and eyewear needs is easy with UnitedHealthcare.

WELL-KNOWN PRACTICES AND BRANDS IN UHC'S SPECTERA EYECARE NETWORKS*:

- 20/20 Vision Center
- 3 Guys Optical
- AccurateOptical
- All About Eyes
- Allegany Optical
- America's Best
- Bard Optical
- BJ's Optical
- Boscov's Optical
- Clarkson Eyecare
- Co/Op Optical
- Cohen's Fashion Optical
- Costco Optical
- Crown Vision Center
- Dr. Tavel Family Eye Care
- Eye Boutique
- EyeCare Associates
- Eye Express
- Eye Care Center
- Eyeglass World
- EyeMart Express
- EyeTique
- For Eyes
- General Vision Services
- H. Rubin Vision Centers
- Henry Ford OptimEyes
- Horizon Eye Care
- Houston Eye Associates
- JCPenney Optical
- Midwest Vision Centers
- MyEyeDr
- National Optometry
- National Vision
- Nationwide Vision
- NUCROWN
- Optical Shop at Meijer
- Optyx
- Ossip Optometry
- Pearle Vision
- Rosin Eyecare
- RX Optical
- Sam's Club
- Schaeffer Eye Centers
- Sears Optical
- See Inc.
- Shawnee Optical
- Shopko
- Site for Sore Eyes
- Spex
- Standard Optical
- Stanton Optical
- Sterling Optical
- SVS Vision
- Target Optical
- Texas State Optical
- The Eye Gallery
- The Hour Glass
- Thoma & Sutton Eye Care
- Today's Vision
- Virginia Eye Institute
- Vision4Less
- Visionmart Express
- Visionworks
- Vision Source
- Vision Trends
- Vista Optical
- Walmart
- Warby Parker
- Wisconsin Vision



FIND A PROVIDER*

To find a provider in UHC's Spectera Eyecare Networks who meets your needs:

Go to myuhcvision.com or call 1-800-638-3120.

* Some providers or locations may not participate in your plan.

The company does not discriminate on the basis of race, color, national origin, sex, age, or disability in health programs and activities. We provide free services to help you communicate with us, such as letters in other languages or large print. Or, you can ask for an interpreter. To ask for help, please call 1-800-638-3120, TTY 711, Monday through Friday, 7 a.m. to 10 p.m. CST.

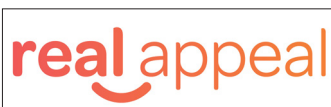
UnitedHealthcare vision coverage provided by or through UnitedHealthcare Insurance Company, located in Hartford, Connecticut, UnitedHealthcare Insurance Company of New York, located in Islandia, New York, or their affiliates. Administrative services provided by Spectera, Inc., United HealthCare Services, Inc. or their affiliates.

MT-987061.6 2/18 ©2018 United HealthCare Services, Inc. 17-6634-E

REMINDER: CHRA Instructions for UMR Medical Plan Members

Take an active role in improving your health! Complete a Clinical Health Risk Assessment (CHRA). To get started you will need 1. Hip Measurement, 2. Waist Measurement, 3. Benefit ID Card and 4. Email Address. Go to fhs.umar.com. For first time users, click new user and create a user name and password and complete CHRA. For complete instructions, refer to 2019 Benefit Guide.

Customized Digital Weight Loss Program



Real Appeal is a digital weight loss program customized to what works for you. With Real Appeal you get professional

weight loss coaching from a Transformation Coach who leads your weekly online group sessions. In addition to your coach and group support, you have access to your own personal tracking tools.

Real Appeal is offered at no additional cost to you, your spouse, and dependents 18+ as part of your medical benefits plan.



PAYING IT FORWARD



Helping Children & Families in Need

Tradition of donations to charitable works continues at Marten Transport

As a standing holiday tradition, Marten chooses a children's hospital and makes a generous donation to help update amenities. In 2018, Marten Transport made a donation gift to the Children's Hospital & Medical Center medical/surgery floor and The Carolyn Scott Rainbow House in Omaha, NE. Many children being treated on this floor are confined to their room which makes for very long days. The Carolyn Scott Rainbow House provides patient families a place to stay during their loved ones hospital stay. Thank you to all employees, as without your hard work, this would not be possible.

EMPLOYEE EVENTS

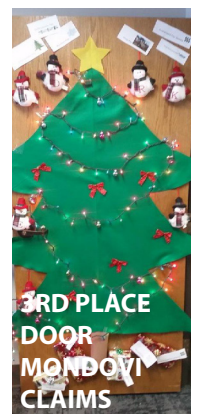
Marten Employees Find Ways to Make Holidays Fun & Festive



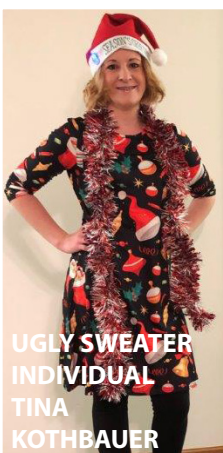
UGLY SWEATER TERMINAL KANSAS CITY TERMINAL



2ND PLACE DOOR PHOENIX



3RD PLACE DOOR MONDOVI CLAIMS



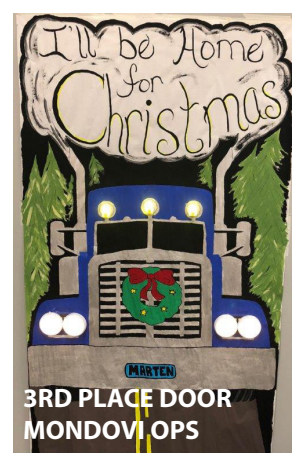
UGLY SWEATER INDIVIDUAL
TINA KOTHBAUER



UGLY SWEATER DUO
JANET & ARTHUR
GEORGE



1ST PLACE DOOR MEMPHIS



3RD PLACE DOOR
MONDOVI OPS

RETIREMENTS

Saying a Fond Farewell

McCoury and Chadd combined for more than half century at Marten



Sue Deetz and Dave Parrett with Karen McCoury

Karen McCoury retired in December 2018, after working at Marten for more than 30 years. Over the years Karen worked in Safety, Risk Management & Operations. She spent the last 20 years as a Freight Claims Manager with a daily challenge of keeping costs to a minimum. One of Karen's most memorable experience at Marten, was in 2011 when she rode with her husband, Alan, a long time Marten driver, to Mississippi. Alan was chosen to haul two pieces of twisted steel from the World Trade Center twin towers that fell on September 11, 2001 to the University of Southern Mississippi.

Karen's plans for retirement include spending time with family and friends, traveling, reading, scrapbooking and babysitting for her grandchildren. Thanks for the many years of service Karen and congratulations on your retirement!



Ross Chadd with Jeff Greiling

Ross Chadd retired in January of 2019 after driving 26 years for Marten Transport. He began his driving career at Marten in 1993 and logged more than 3 million miles with the company. He was inducted into the Million Mile Club in 2002, the Two Million Mile Club in 2007 and Three Million Mile Club in 2016.

Ross said he started driving back in 1973 and estimates that he's driven around six million miles over the course of his career. He'd like to thank everyone at Marten that he's worked with throughout the years and said: "It's been a great ride!" He plans to spend his retirement in Boise, ID watching his grandkids grow up.

Thanks to Ross for his many years of dedicated service to Marten Transport and wish him the best of luck on his retirement.

2019 Million Mile and Medallion Recipients

MILLION MILE AWARDS

KAUFMAN, KEN J
NICHOLS, MURRAY L
CARY, LARRY
LEAR, MARK
PENMAN, JAMES M
FRYE, WILLIAM
FARLEY, GARY D
HAYDEN, GREG
JEFFREY, RODNEY
BLACK, KENNETH M
DOEL, WAYNE A
COCHRAN, DWIGHT
RICHARDS, TODD
MOCK, CHARLES E
SMITH, JAMES

WEST, RONNIE
WRIGHT, JAMES
ZELLARS, BOBBY D
STINEHELPER, BRADLEY
SCHABLOW, TERRY R
JOHNSON, BRIAN S
LEMKE, EUGENE H
CARR, KEVIN
LEE, CHRISTOPHER
RIVAS, RAMIRO
HARP, ALVIN C
HENDERSON, MICHELE
JONES, DESILANY
MCDANIEL, MATTHEW
CLARK, ASHLEY D
REED, ROBERT M

JOHNSTON, JERALD
WATERS, RANDY W
SUMWALT, THOMAS
GUISA, TOMMIE
COLLINS, DANIEL
COLLINS, MARIA L
BURCZYK, JOHN J
KRENZ, WILLIAM D
PADILLA, JEFFERY T
CLOMAN, DENNIS R
MULLER, MATTHEW J
CASSMAN, STEVEN K.
WIESE, PAUL L
GOMEZ, DAVID J
PHILLIPS, MARC
BANKES, CURTIS

2-MILLION MILES

KEHL, JOHN GEORGE
GROESBECK, JOHN M
MCDANIEL, KEITH B
WOOD, RANDALL H
LYNCH, PETER J
TOLLEFSON, MICHAEL T
KESKIC, VLADO
KOESTER, ANTHONY

3-MILLION MILES

TATE JR, CALVIN O

4-MILLION MILES

FREEMAN, MARK E

BRONZE MEDALLION

MCCLAIN, LARRY

TAYLOR, NORMAN E
QUINTANA, MICHAEL J
BRANCH, CHARLES
FRALEY, DONALD B
GOLDEN, ERIC
SALAZAR, JOSEPH
SAHR, JOHN
BOGGS, KEN L
CASAS, HECTOR
JOHNSON, RICKEY
ENRIQUEZ, ALBERT

SILVER MEDALLION

DOBEY, ALPHONSO

FEEDBACK

Employee Feedback

We appreciate your honesty. Please use this form for comments, complaints, or suggestions. Your input helps make Marten the best possible workplace for all employees. Drivers may submit this form in a Trip Pak envelope, ATTN: HR - to be routed to the appropriate department for a response. Office and terminal employees should submit to HR for departmental routing.

COMMENTS:

Name: _____ Driver No.: _____

Marten Transport, Ltd.
129 Marten Street
Mondovi, WI 54755

RECOGNITION

Drivers of the Quarter | Q4 '18

OTR-Jack Abel
 Upper Midwest-Jerry Larsen
 Kansas-Joseph Gardner
 Carlisle-Shaun Stewart
 Tampa-Lorenzo Cooper
 Tucker-Paul Warpool
 Zionsville-Bob Solarno
 Wilsonville-Frank Myers
 Colonial Heights-Jimmy Yates
 Memphis-Christopher Borzik
 Wal-Mart - New Albany-Terrence Whitcomb
 Intermodal-Charles Shaeffer
 Phoenix-Michelle Kimmel
 Wal-Mart- Clarksville-Caleb Bales
 Coke Dedicated-Mike Cummings
 Wal-Mart Tomah-Ronald Orlowski
 Wal-Mart Shelbyville-Matthew Muller
 Dry- KS-Gary Yarbrough
 Dry- GA-Michael Parks

TERMINAL DRIVERS OF THE YEAR

Terminal Drivers of the Year Announced



A few years ago Marten started a new tradition of selecting a driver for each terminal that exemplified what it is to be a Marten driver. The following drivers (shown at right with their terminal) have been named Terminal Drivers of the Year for 2018. Congratulations to each of them!

- Mondovi-OTR - Jack Abel
- Upper Midwest - Roger Cook
- Kansas - Dan Campbell
- Carlisle - Allan Landers Jr
- Tampa - Lorenzo Cooper
- Tucker - Randall Beacham
- Zionsville - Bob Solarno
- Wilsonville - Michael Staten
- Colonial Heights - Jeff Allison
- DeSoto - Todd Canady
- Wal-Mart (New Albany) - Terrence Whitcomb
- Intermodal - Melissa Procopio
- Phoenix - Mark Valadez
- Wal-Mart (Clarksville) - Laura Fritze
- Coke Dedicated - Mike Cummings
- Wal-Mart (Tomah) - Jeremy Cutter
- Wal-Mart (Shelbyville) - Matthew Muller
- Dry- KS - Darren Reese
- Dry- GA - Paul Mack